

Institute for Human Services Research

*Report on Former
Work First Participants
Fiscal Year 2004*

*Prepared for the
Michigan Department Of
Labor and Economic Growth*

Institute for Human Services Research
HEALTH MANAGEMENT ASSOCIATES
ONE MICHIGAN AVENUE BUILDING
120 N. WASHINGTON SQUARE SUITE 705
LANSING, MI 48933
TELEPHONE (517) 482-9236
FAX (517) 482-0920

March 15, 2004

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INTRODUCTION

From November 20, 2003 through January 10, 2004, a team consisting of staff from the Institute for Human Services Research (IHSR) of Lansing, Michigan and the Michigan Public Health Institute's Center for Collaborative Research in Health Outcomes and Policy (CRHOP) of Okemos, Michigan conducted a survey for the Michigan Department of Labor and Economic Growth (DLEG). The survey gathered information about the post-program experiences of people who had been in Work First, a program administered by DLEG to help recipients of Temporary Assistance to Needy Families (TANF) to gain the skills they need to find and keep jobs. The survey addressed topics such as current employment and its duration, wages being earned, additional training being offered by employers, health insurance coverage, reasons for not being employed, quality of life, and the impact of being involved in Work First.

Three groups of former Work First participants were surveyed based on information provided by DLEG: those whose cases were closed due to income during the period of October 1, 2000 through September 30, 2001 (**Population III**); those whose cases were closed due to income between October 1, 2001 and September 30, 2002 (**Population IV**); and those whose cases were closed due to income between October 1, 2002 and September 30, 2003 (**Population V**).

Previous surveys, conducted in the fall of 2000, 2001, and 2002, included participants from Population I (cases that were closed due to income between October 1, 1998 and December 31, 1998) and Population II (cases that were closed due to income between October 1, 1999 and September 30, 2000), as well as Populations III, and IV. The results of these past surveys can be found in *Report on Former Work First Participants: Fiscal Year 2000*; *Report on Former Work First Participants: Fiscal Year 2001*; and *Report on Former Work First Participants: Fiscal Year 2002*, which are available on DLEG's website. Populations I and II were not included in this year's survey. Population V was included for the first time this year.

This report provides a picture of the respondents' experiences through the use of graphs and charts highlighting information in the text. The numbers of responses to each question are provided at the end of the report in Attachment I. The full survey tool is included as Attachment II.

METHODOLOGY

The 2002 survey instrument was used as a baseline and updated for the current survey. Particular attention was given to making the survey easier to follow for the respondent. The survey consisted of 34 questions, some forced choice and some where the respondents were asked to fill in an answer such as the number of months or years they have worked for their current employer, the amount of money they received from government agencies in the last month, the number of hours they work a week and their hourly wage amount. They were also asked to describe their job title or responsibilities and any comments they had about Work First.

A total of 15,000 surveys were sent on November 20, 2003, with 5,500 sent to the Population III group, 5,500 to the Population IV group and 4,000 sent to the Population V group, based on a random sample selected from data provided by DLEG. A total of 3,797 surveys were returned as undelivered, where respondents had moved from their last known address. Surveys were forwarded to those who had moved within the last year and had left a forwarding address with the United States Post Office.

The respondents were given the option of completing the paper survey and mailing it back or calling a toll-free number. CRHOP staff did follow-up calls to people from whom responses had not been received

and used tracing software to find new telephone numbers of respondents when the original phone number was in error or was disconnected. [Table 1](#) provides information about the number of surveys sent and received as well as the response rates for each group. A total of 2,125 surveys were completed. The response rate for the deliverable surveys is 19.0%, compared to 23.3% last year. The overall response rate for the total population of 15,000 is 14.2%, compared to 17.6% last year.

For Population III, the response rate for the deliverable surveys is 14.7% compared to 20.2% for the 2002 survey. The overall response rate for Population III is 9.5% compared to 14.8% in the 2002 survey. For Population IV, the response rate for the deliverable surveys is 16.9%, compared to 27.8% for the 2002 survey. The overall response rate for Population IV is 12.7% compared to 24.5% in the 2002 survey.

Table 1: Response Rates

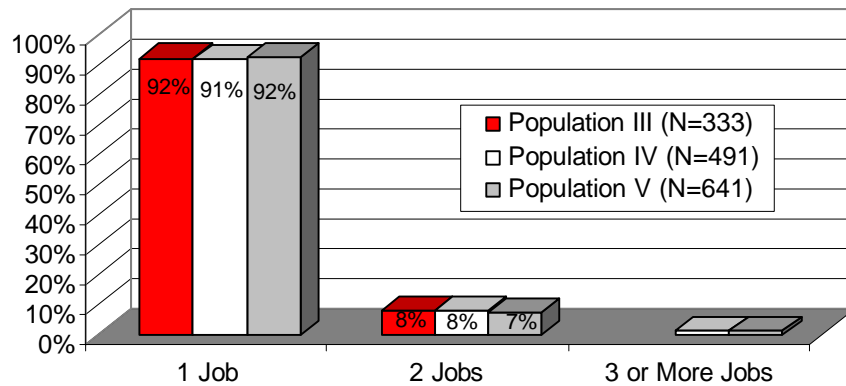
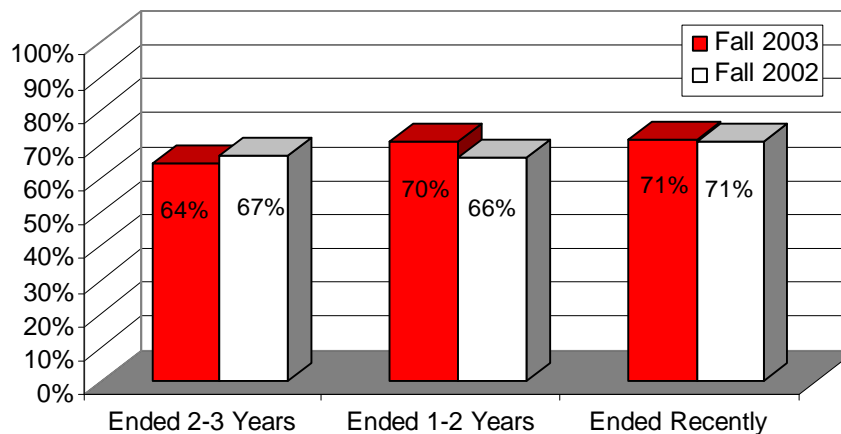
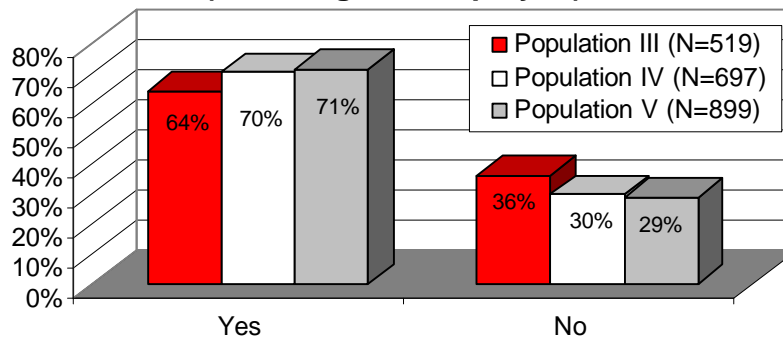
	POPULATION III (5,500 SURVEYS MAILED)	POPULATION IV (5,500 SURVEYS MAILED)	POPULATION V (4,000 SURVEYS MAILED)
MAIL RESPONSES	301 surveys	382 surveys	553 surveys
TELEPHONE RESPONSES	223 surveys	318 surveys	348 surveys
TOTAL COMPLETED SURVEYS	524 surveys	700 surveys	901 surveys
UNDELIVERABLE SURVEYS	1,944 surveys	1,372 surveys	481 surveys
DELIVERED SURVEYS	3,556 surveys	4,128 surveys	3,519 surveys
RESPONSE RATE (DELIVERABLE)	14.7%	16.9%	25.6%
RESPONSE RATE (TOTAL)	9.5%	12.7%	22.5%

SURVEY RESULTS

The former Work First participants who responded to the survey provided information about their employment status, job training and skill enhancement, health care coverage, quality of life and the impact of Work First on their lives. This report is organized according to these categories. Each topic contains an analysis of the survey results and then provides graphic illustrations of the survey responses. To allow for direct comparison between the three groups, the graphs are based on percent of respondents, since the three populations are not the same size. For further comparison, results from the 2002 survey are reported throughout the narrative, so comparisons can be made for comparable populations that had been out of the program for similar lengths of time. In these charts the populations are identified both by the year of the survey and the length of time out of the program. Graphs and tables provide the survey question number for reference to the survey results in Attachment I and the survey instrument in Attachment II. Not all the respondents answered all of the applicable questions.

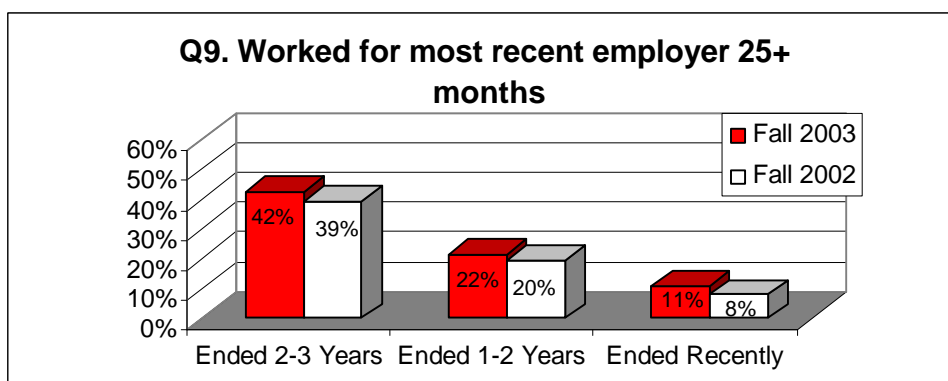
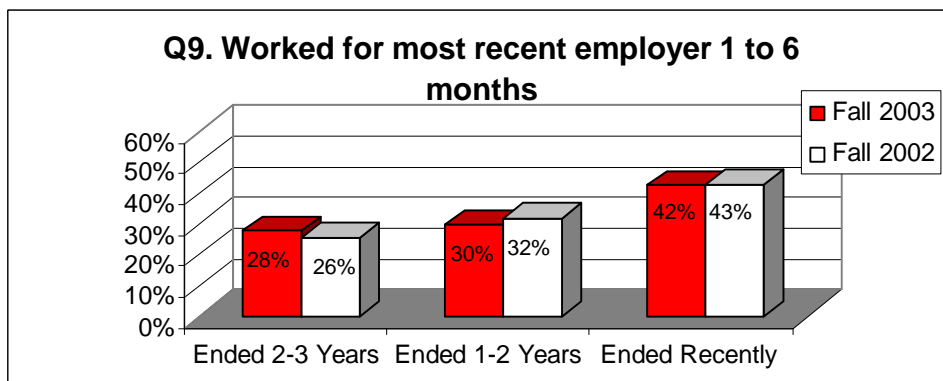
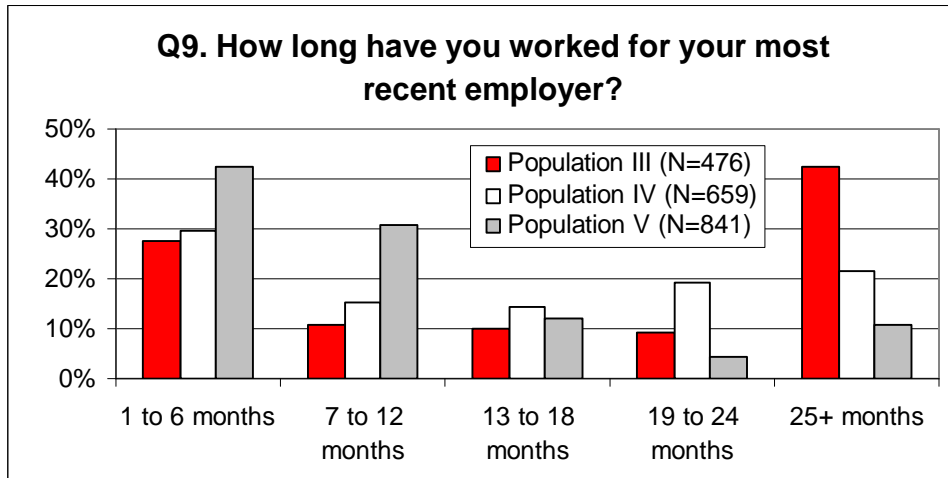
EMPLOYMENT STATUS

Respondents were asked several questions about their employment status to determine the rate of employment, types of employment, whether employment is full- or part-time, and reasons for being unemployed.

Q1b. How many jobs do you have?**Q1a. Working at a job or business****Q1a. Are you now working at a job or business (including self-employed)?**

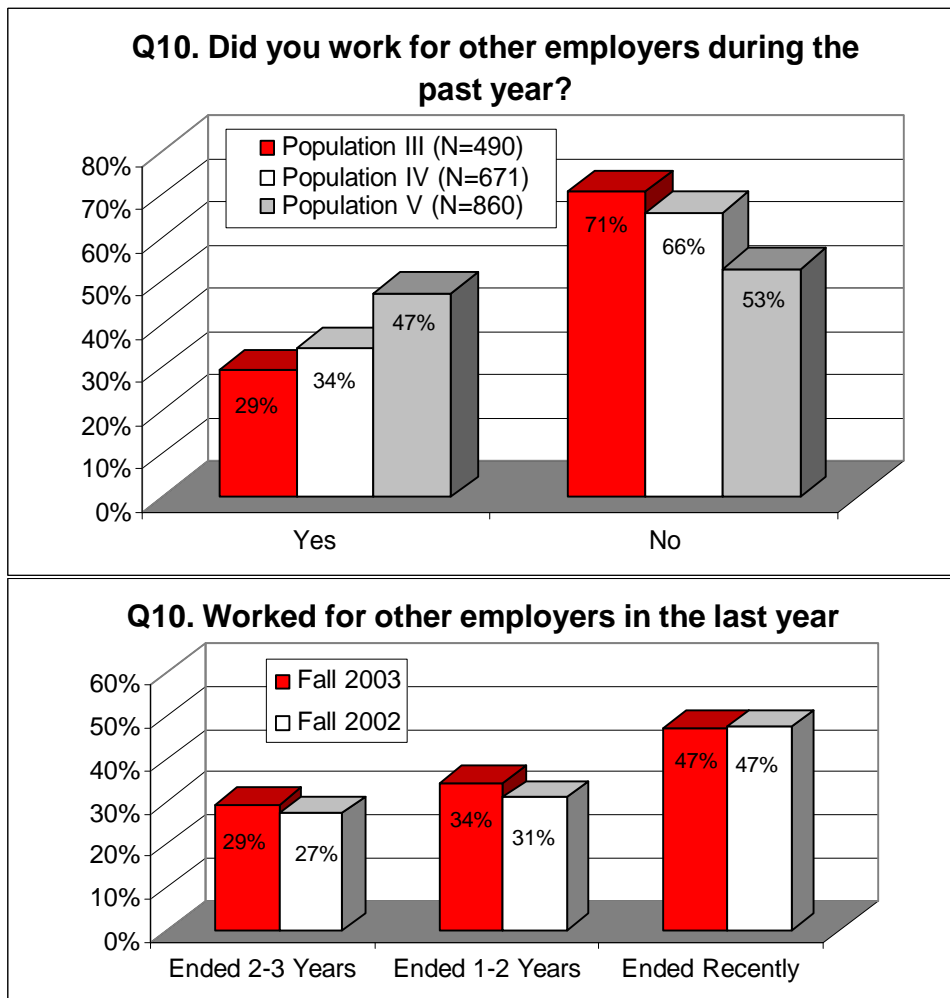
The percentage of respondents currently employed is 64% for Population III, 70% for Population IV, and 71% for Population V. These values are 67% for Population II, 66% for Population III and 71% for Population IV last year. The vast majority of employed respondents hold one job (92%); 8% work at two jobs.

Thirty-nine percent of the respondents of Population III, 45% of Population IV and 73% of respondents in Population V have been in their current jobs for one year or less, with 28% of Population III, 30% of Population IV and 42% of Population V having worked for six months or less for their current employer. Forty-two percent of the respondents of Population III, 22% of the respondents in Population IV and 11% of respondents in Population V have been in their current jobs for 25 or more months. These values are very similar for the respective populations last year with possibly a slight trend this year towards longer employment.

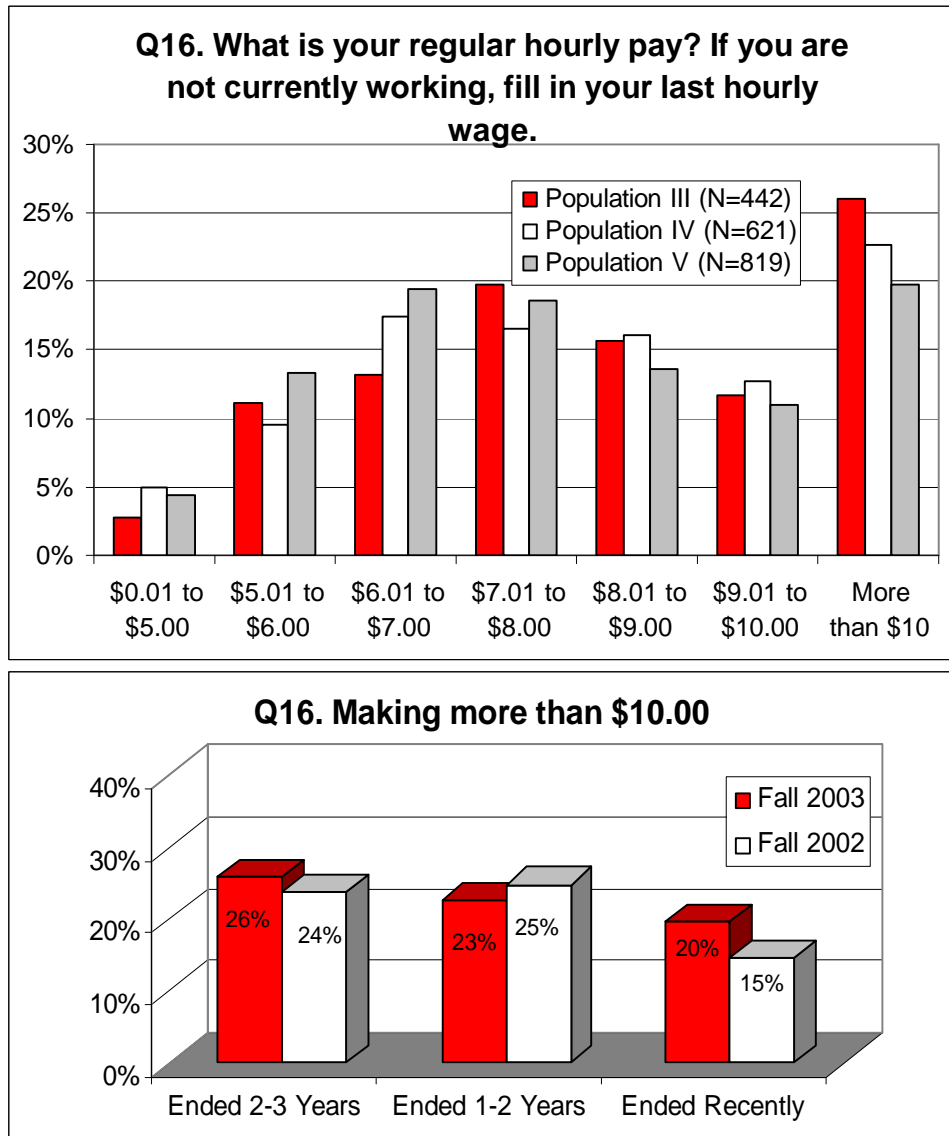


Looking at averages rather than categories, the average time respondents reported having worked for their current employer was 28 months for Population III, 20 months for Population IV and 13 months for Population V. These values are very similar to those from last year's survey for those who had been out of the Work First program for similar lengths of time: last year Population II respondents averaged 27 months with their current employer, Population III averaged 21 months, and Population IV averaged 13 months. The differences in longevity by population are to be expected due to the differences in the duration of time that has elapsed since the cases were closed for each population group.

Twenty-nine percent of the respondents of Population III, 34% of Population IV and 47% of respondents in Population V worked for other employers in the past year. These values are very similar for the corresponding populations last year, which are 27% for Population II, 31% for Population III and 47% for Population IV last year.



Hourly wages reported by currently employed respondents and the last hourly wages reported for those respondents who were not currently working range from below minimum wage (\$5.15) to over \$25.00 per hour. Three percent of employed Population III respondents, 5% of employed Population IV respondents and 4% of employed Population III respondents reported earning wages below \$5.00 per hour) while 26% of Population III, 23% of Population IV, and 20% of Population V employed respondents reported an hourly wage of over \$10.00 per hour. These values are 24% for Population II, 25% for Population III and 15% for Population IV last year.

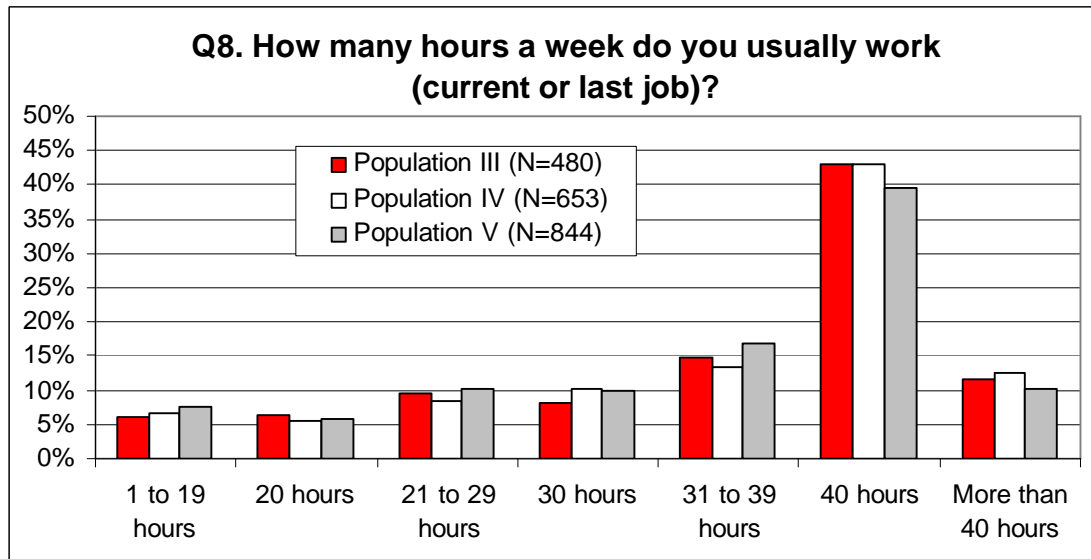


The average wage reported by respondents was \$9.18 for Population III, \$8.81 for Population IV and \$8.37 for Population V. In the 2002 survey, the average wage reported by respondents was \$9.09 for Population II, \$8.89 for Population III and \$8.13 for Population IV.

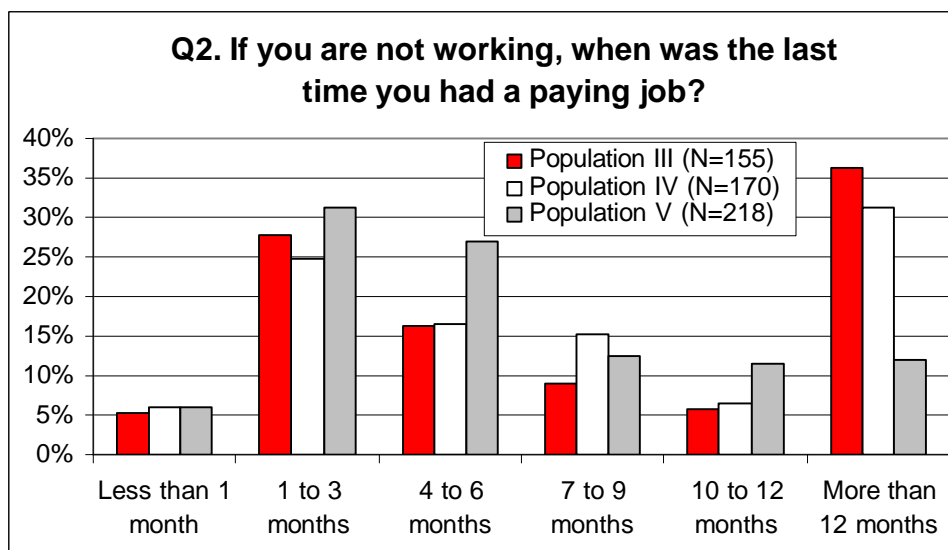
The survey asked two questions pertaining to the types of jobs held by the respondents. The top five most recent jobs were: 1) Cashier / Customer Service / Retail / Sales; 2) Health Care / Medical / Nursing Home / Care Giver / Adult Care; 3) Restaurant/Food Services; 4) Administrative / Support Services / Clerk; and 5) Supervisor / Manager / Crew Leader. The top five other jobs that respondents reported holding within the past year were: 1) Cashier / Customer Service / Retail/Sales; 2) Health Care / Medical / Nursing Home / Care Giver / Adult Care; 3) Restaurant / Food Services; 4) Cleaning Services / Housekeeping / Janitorial; and 5) Industrial Worker. The following table categorizes responses to the two questions and shows the number and percent of respondents for each category.

	Question 4a. What is your current or most recent job title?		Question 10a. If you worked for another employer during the past year, what were your responsibilities?	
	Number	Percent	Number	Percent
Cashier / Customer Service / Retail/Sales	351	16.88%	165	21.48%
Health Care / Medical / Nursing Home / Care Giver / Adult Care	298	14.33%	115	14.97%
Restaurant / Food Services	235	11.30%	92	11.98%
Administrative / Support Services / Clerk	168	8.08%	55	7.16%
Supervisor / Manager / Crew Leader	130	6.25%	25	3.26%
Skilled Trade	119	5.72%	29	3.78%
Cleaning Services / Housekeeping / Janitorial	118	5.67%	57	7.42%
Industrial Worker	84	4.04%	43	5.60%
Driver / Transportation / Courier	71	3.41%	16	2.08%
Construction / General Labor	71	3.41%	20	2.60%
Other	62	2.98%	23	2.99%
Education / Teacher/Training	62	2.98%	21	2.73%
Child Care	61	2.93%	21	2.73%
Accounting / Auditing / Bookkeeping / Payroll / Insurance	45	2.16%	14	1.82%
Warehouse /Shipping / Receiving / Packaging	41	1.97%	20	2.60%
Security Guard / Prison Guard / Corrections	38	1.83%	8	1.04%
Grounds Work / Agriculture / Ranger	21	1.01%	14	1.82%
Cosmetology	18	0.87%	2	0.26%
Maintenance	17	0.82%	3	0.39%
Technical	16	0.77%	4	0.52%
Advertising / Marketing / Public Relations	11	0.53%	9	1.17%
Homemaker / Chore Services	10	0.48%	0	-
Stock/Inventory	8	0.38%	6	0.78%
Social Work	7	0.34%	1	0.13%
Automotive Repair/Care	7	0.34%	3	0.39%
Job Coach / Employment Consulting	6	0.29%	2	0.26%
Pet Groomer / Animal Care	5	0.24%	0	-
Total Valid Responses	2,080	100.00%	768	100.00%

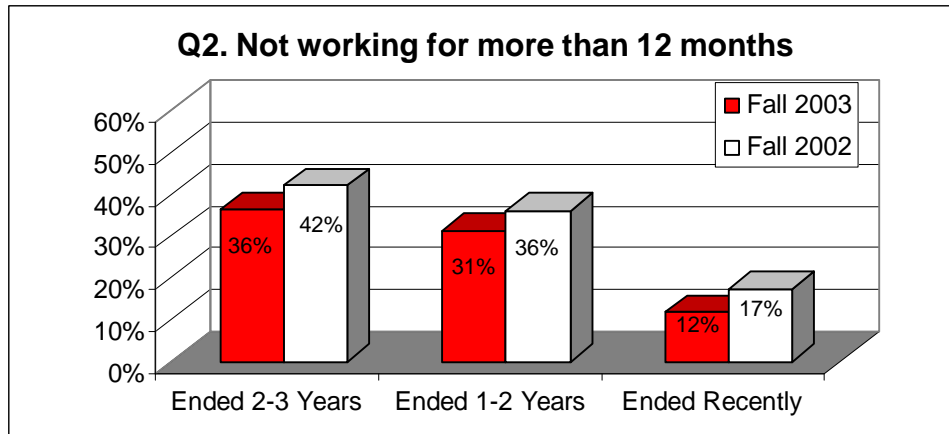
The number of hours worked per week is quite similar across the three populations. Over half of the employed respondents in each group (Population III=55%, Population IV=56%, and Population V=50%) reported working forty or more hours per week. Approximately seven percent are employed less than twenty hours per week, about the same amount reported in the 2002 survey. The average number of hours respondents reported working per week was 35 hours for both Population III and V and 36 hours for Population IV.



Looking only at unemployed respondents (Population III=155; Population IV=170; Population V=218), 55% indicated they have been without a paying job for six months or less, while 36% percent of Population III, 31% of Population IV and 12% of Population V unemployed respondents reported being without a paying job for more than one year.

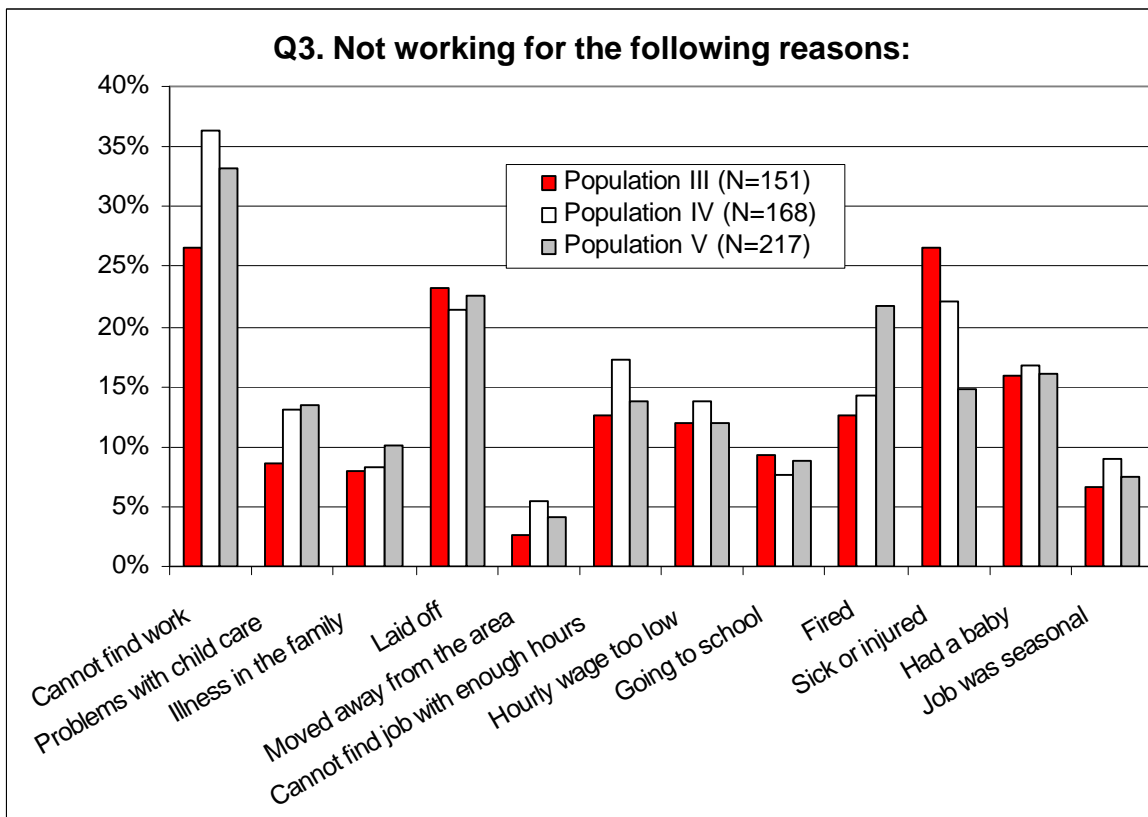


Looking at just one of the categories, those unemployed more than 12 months, this year there appear to be fewer respondents unemployed for more than 12 months when comparing populations that had been out of Work First comparable lengths of time.



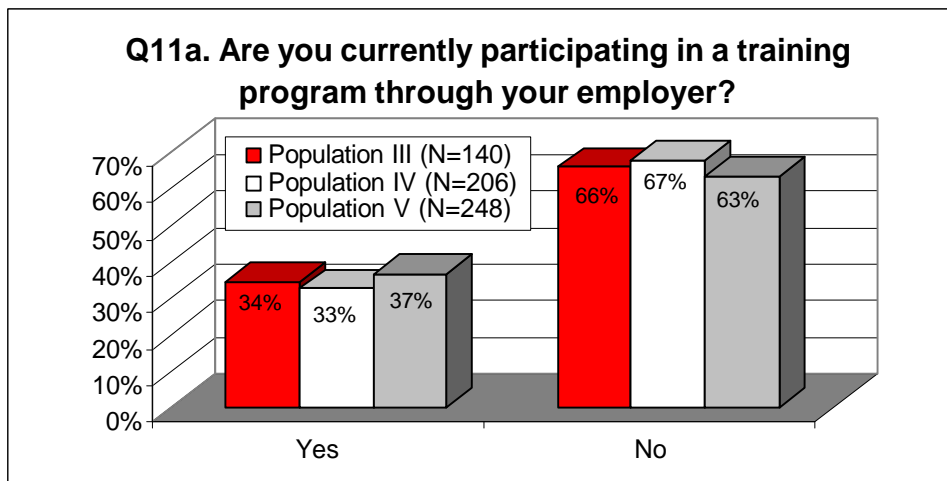
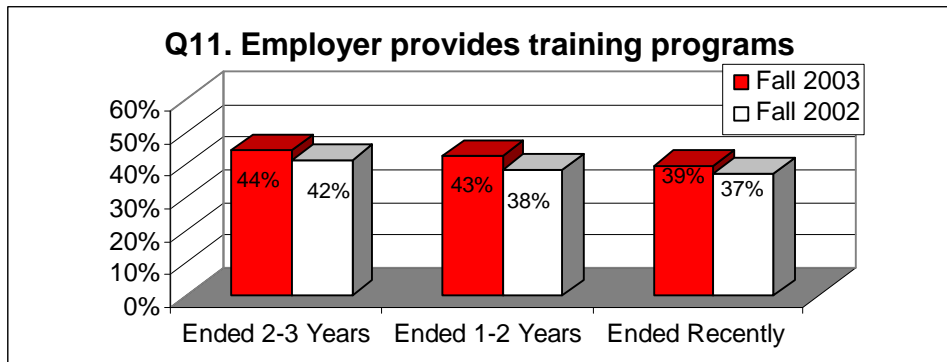
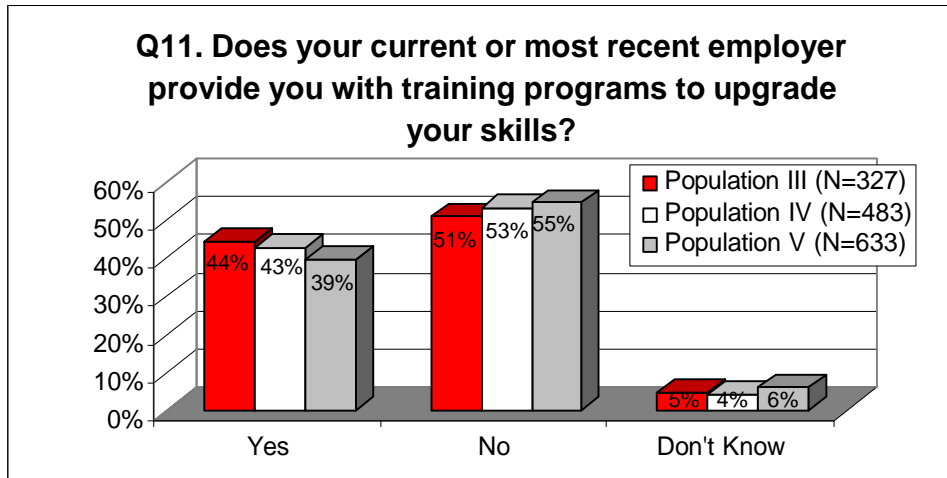
The average time unemployed respondents reported being unemployed was 14 months for Population III, 13 months for Population IV, and 8 months for Population V. These values were 16 months for Population II, 13 months for Population III, and 8 months for Population IV last year.

The most commonly cited reason for unemployment was "cannot find work" (32%); this rate was also 32% last year. "Sick or injured" (20%) and "laid off" (22%) (19% last year) were also cited as leading reasons for not working. For comparison, if "had a baby" is combined with "sick or injured", as it was in last year's survey, the rate for this category would be 37% compared to 34% last year.

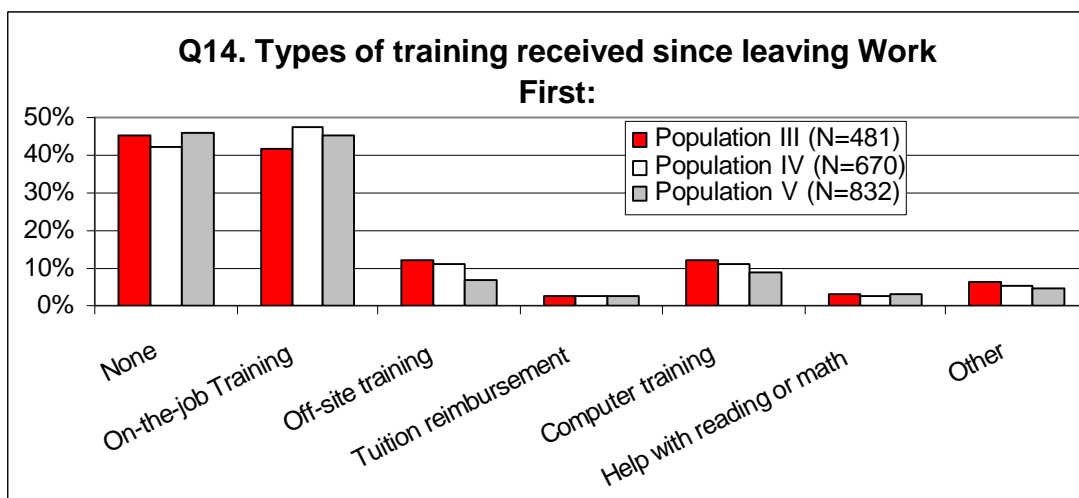
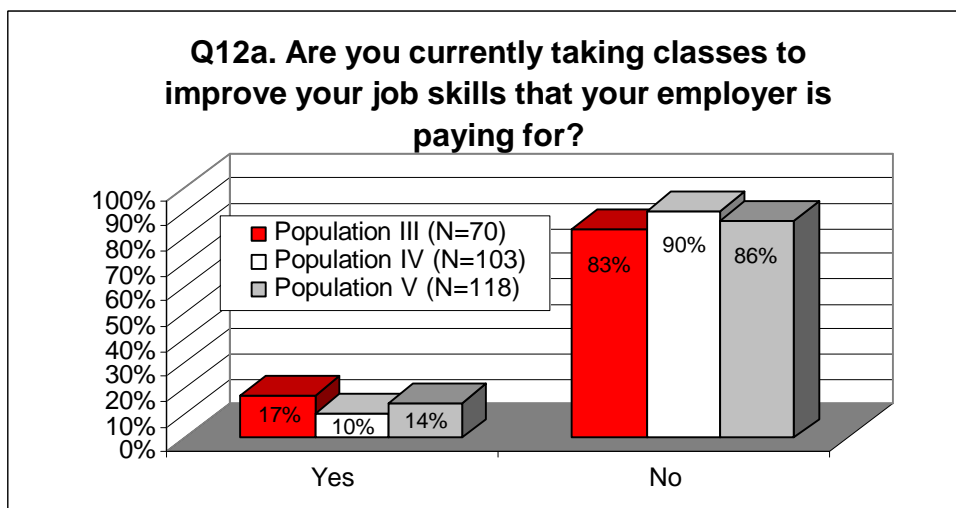
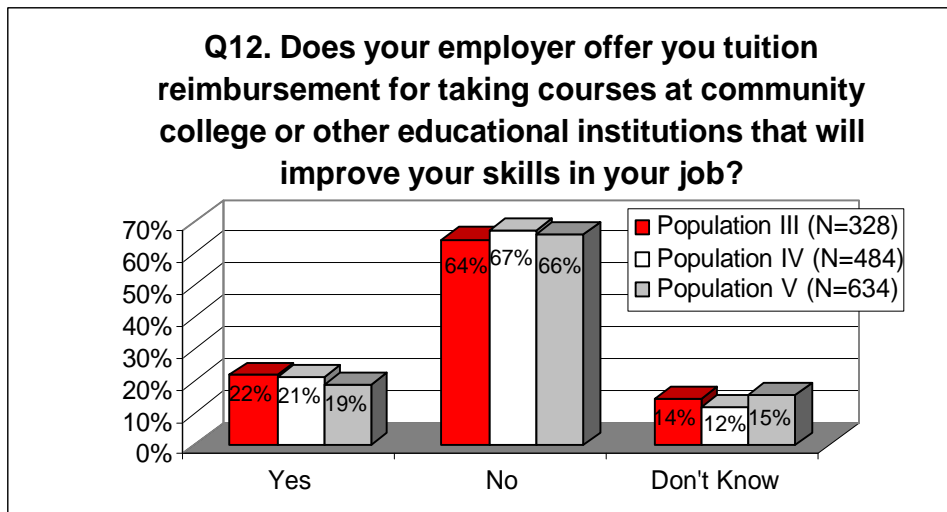


JOB TRAINING AND SKILL ENHANCEMENT AFTER WORK FIRST

Forty-four percent of respondents for Population III, 43% of respondents for Population IV, and 39% of respondents for Population V report their employers provide training programs to upgrade employees' job skills. These values were 42% for Population II, 38% for Population III, and 37% for Population IV last year.

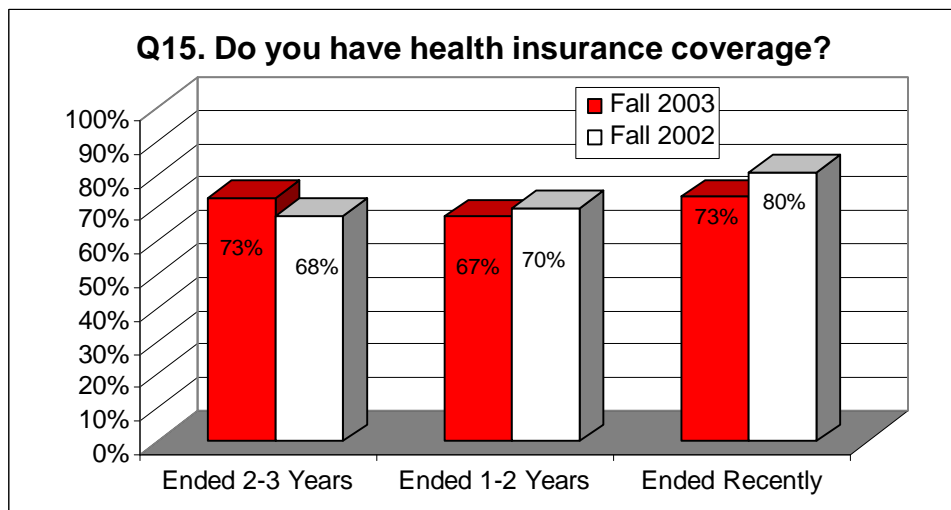
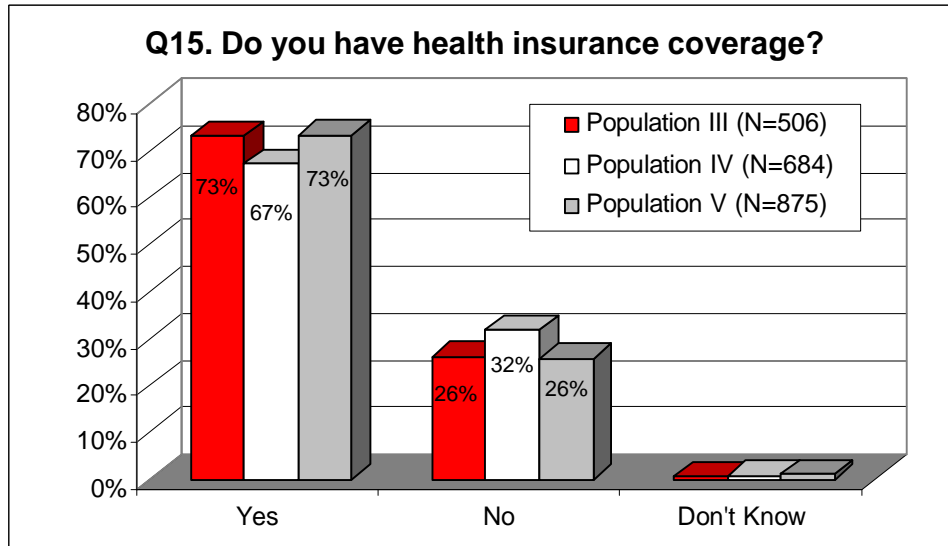


Twenty percent of the respondents stated that their employers offer to pay for classes to improve their job skills (23% in 2002), but only 13% of those respondents whose employers offer to pay for classes are currently taking classes. Not surprisingly, the type of training most commonly received is on-the-job training, reported by 45% of all respondents.

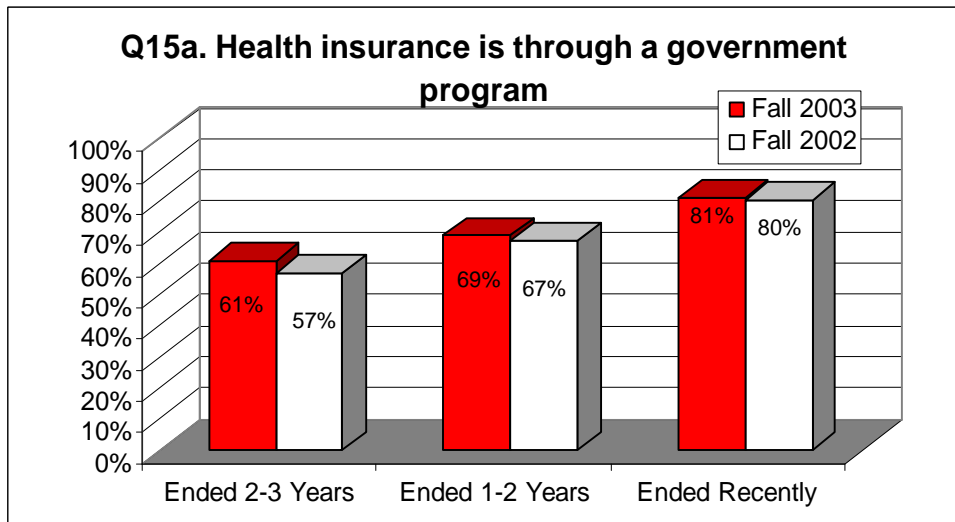
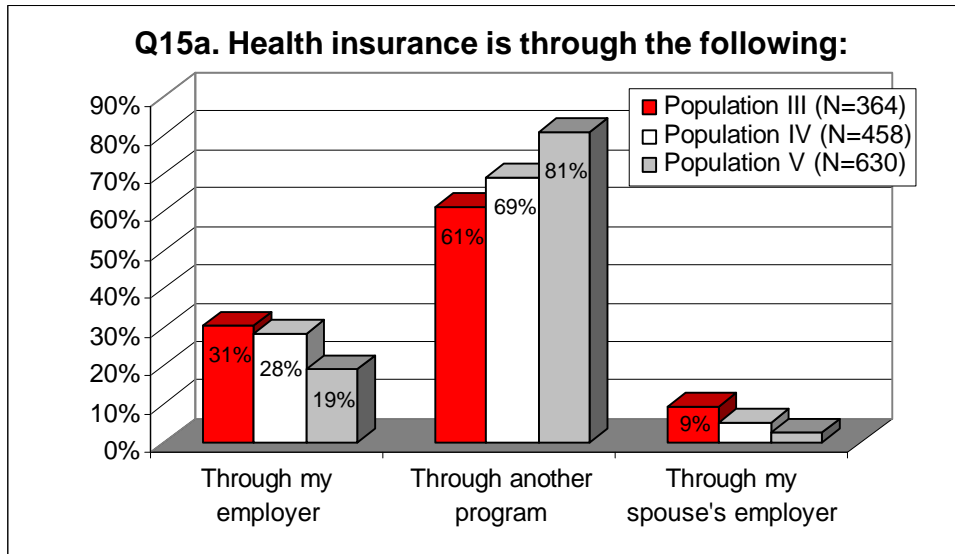


HEALTH CARE COVERAGE

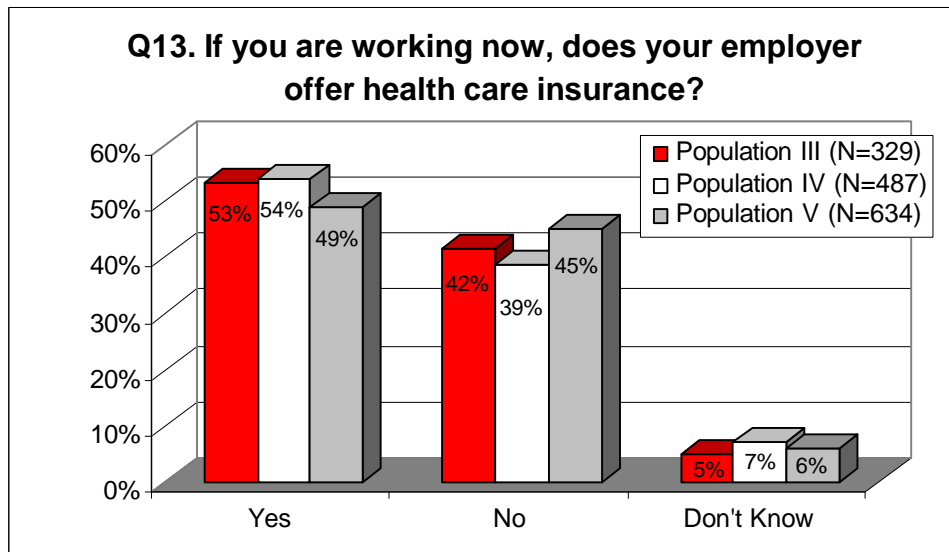
The majority of the respondents (73% for Population III, 67% for Population IV, and 73% for Population V) report that they have health insurance coverage. These values were 68% for Population II, 70% for Population III, and 80% for Population IV last year.



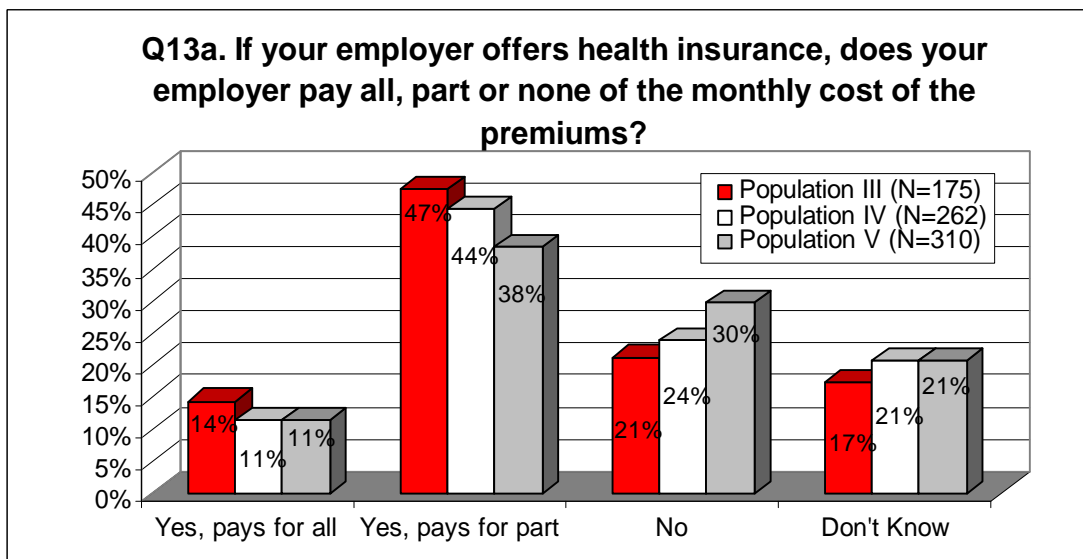
For those respondents with health insurance, 61% for Population III, 69% for Population IV, and 81% for Population V report that they have health care coverage through a program other than their or their spouses' employer. These values were 57% for Population II, 67% for Population III, and 80% for Population IV last year. Forty percent of the Population III respondents, 33% Population IV respondents and 22% of the Population V respondents with health insurance have health coverage through either their or their spouse's employer. These values were 43% for Population II, 33% for Population III, and 20% for Population IV last year.



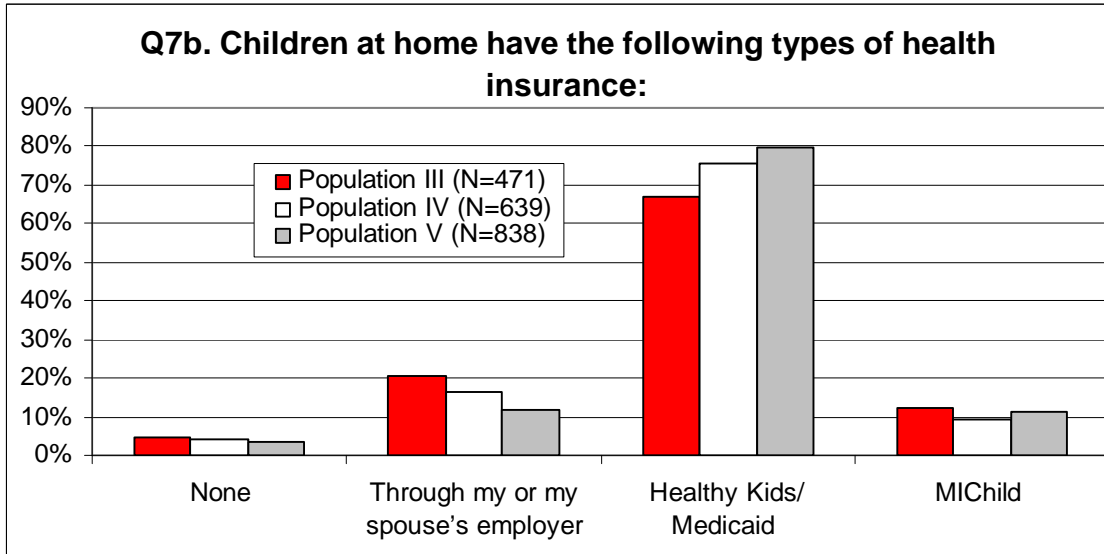
For currently employed respondents, 53% of Population III, 54% of Population IV, and 49% of Population V reported that their employers offer health coverage. These values were 62% for Population II, 55% for Population III and 51% for Population IV last year.



For those whose employers offer health coverage, 47% of Population III, 44% of Population IV, and 38% of Population V said their employers pay part of their monthly premium and 14% of Population III, 11% of Population IV, and 11% of Population V said their employers pay the whole premium.

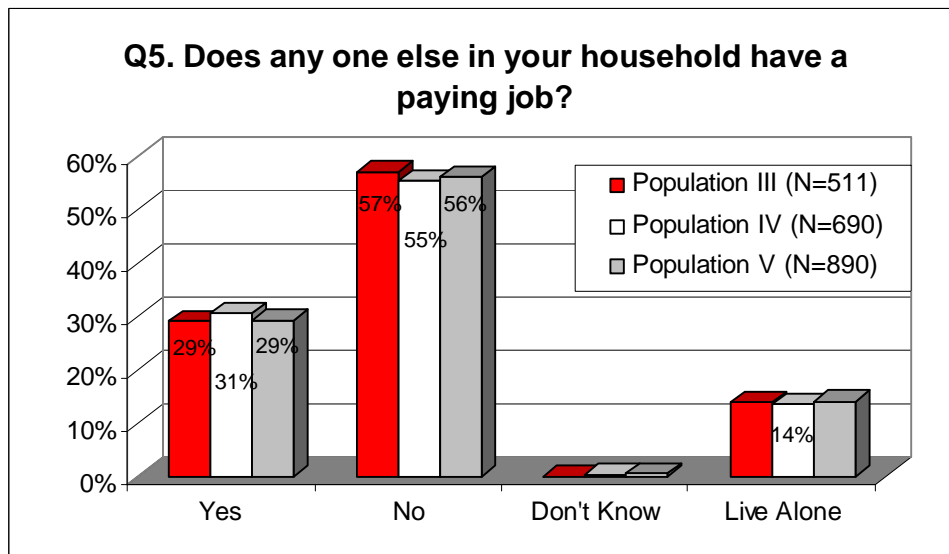


For respondents with children living at home, 67% for Population III, 76% for Population IV, and 80% for Population V report that their children are covered by Healthy Kids or Medicaid; 21% for Population III, 17% for Population IV, and 12% for Population V report that their children are covered through their or their spouses' employers; and 13% for Population III, 10% for Population IV, and 11% for Population V report that their children are covered through MICHild.



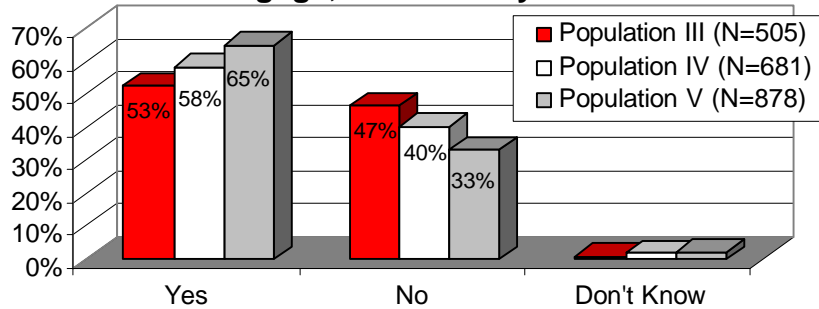
QUALITY OF LIFE

When asked whether someone else in the household had a paying job, 30% of the respondents reported yes. This compares to 32% for last year.

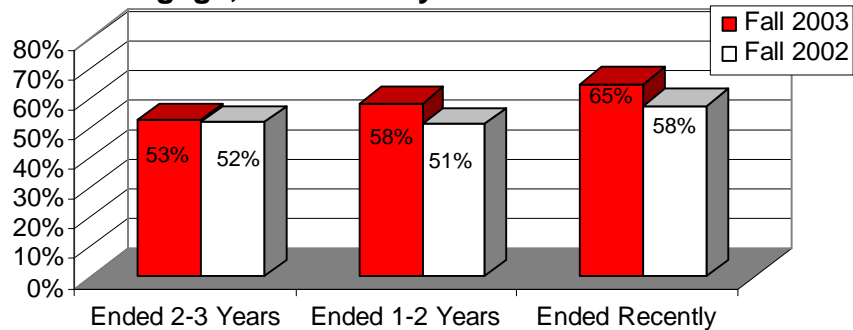


Fifty-three percent of Population III respondents, 58% of Population IV respondents, and 65% of Population V respondents said they had trouble paying for housing or utilities in the past year. These values were 52% for Population II, 51% for Population III, and 58% for Population IV last year.

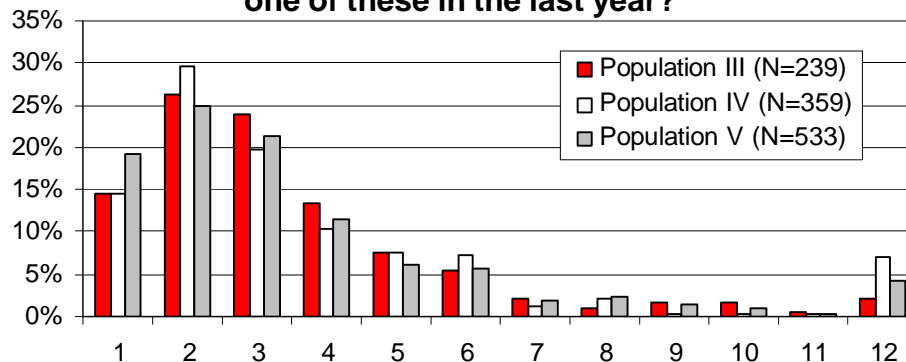
Q17. During the past 12 months, was there ever a time when you were not able to pay the mortgage, rent or utility bills?



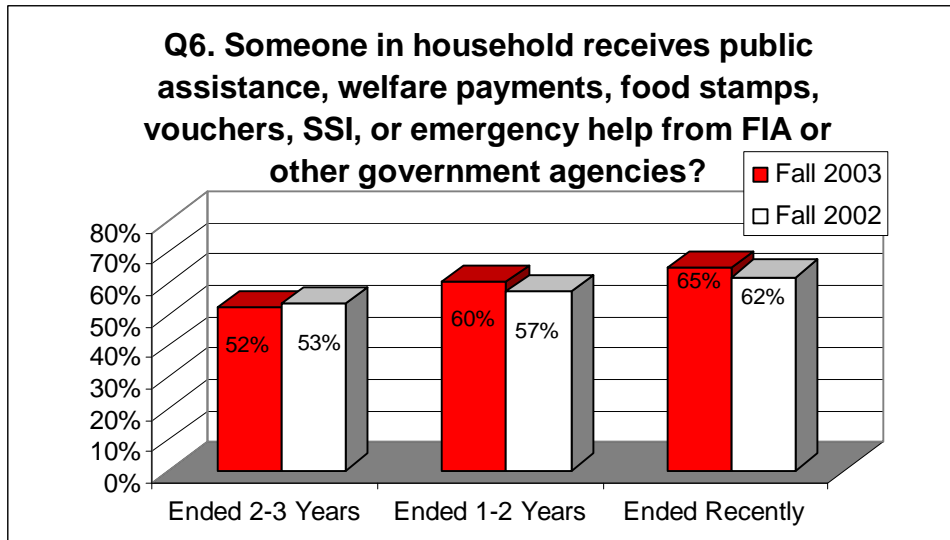
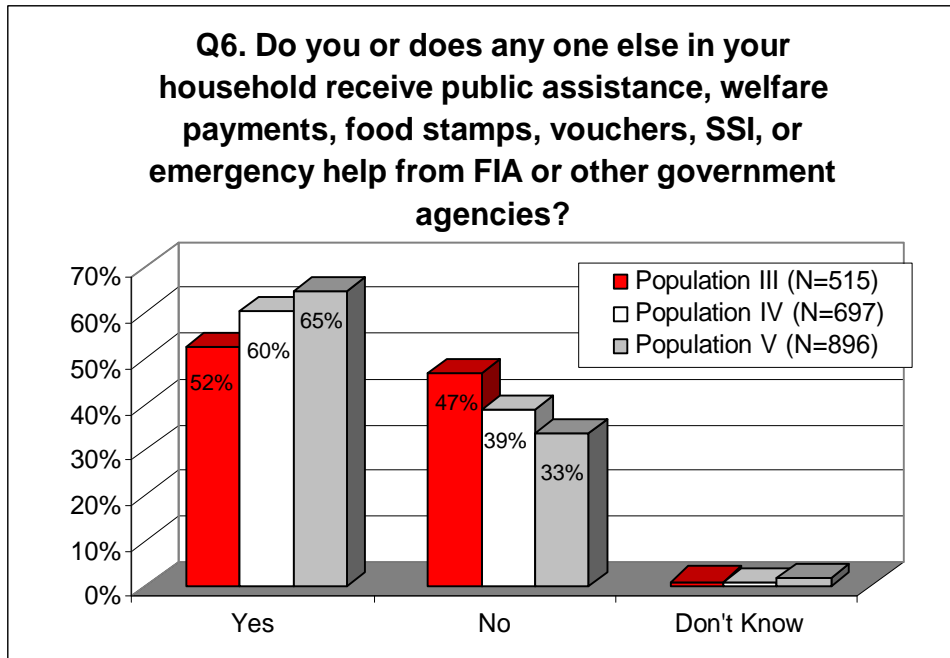
Q17. In the past year, was unable to pay mortgage, rent or utility bill one or more times



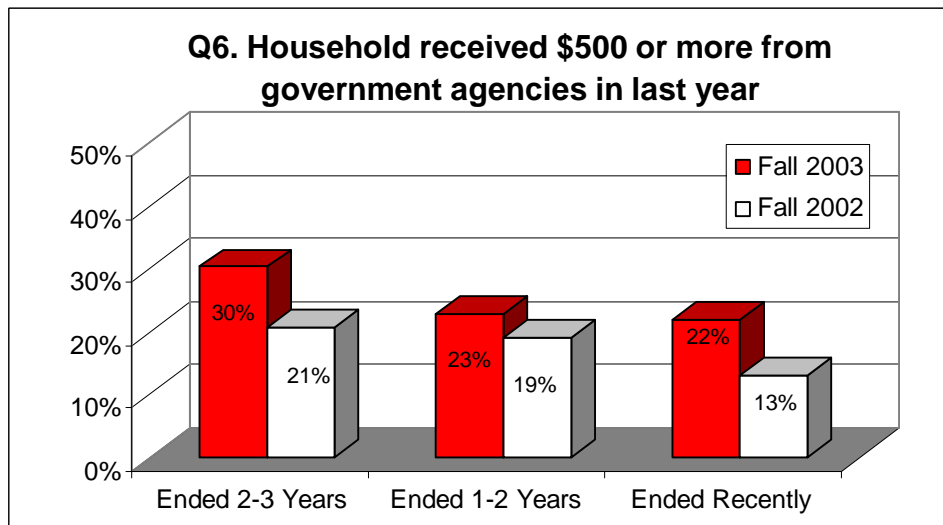
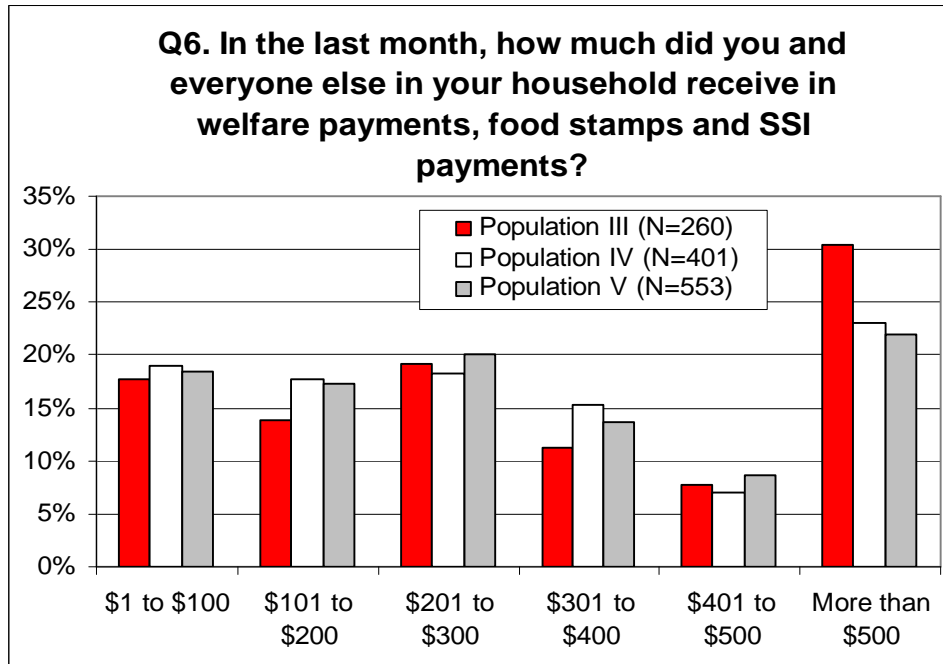
Q17a. How many times were you unable to pay one of these in the last year?



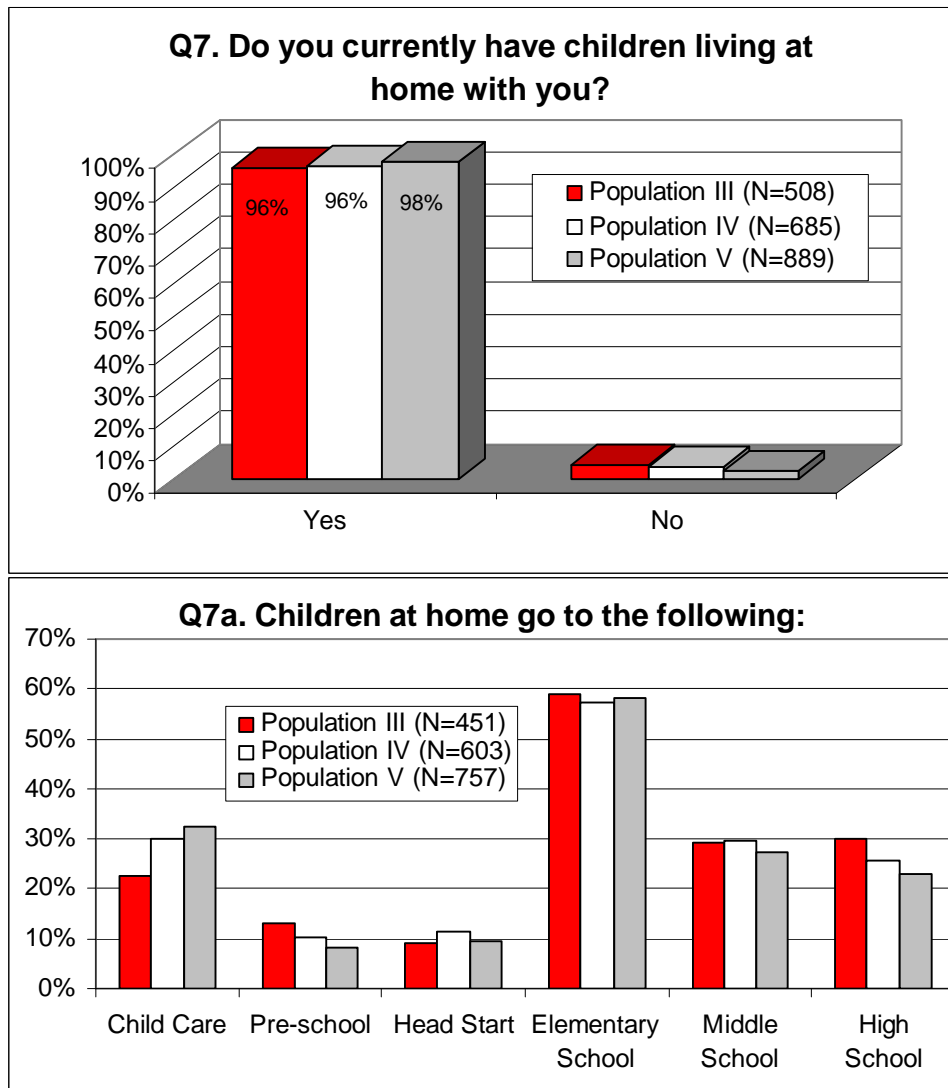
Fifty-two percent of Population III respondents, 60% of Population IV respondents and 65% of Population V respondents reported that they or someone else in the household received some sort of assistance from government agencies in the last month. These values were 53% for Population II, 57% for Population III, and 62% for Population IV last year.



Thirty percent of Population III respondents who reported receiving some sort of government assistance, 23% of Population IV respondents and 22% of Population V respondents reported that the household received over \$500 in the last month from government agencies. These values were 21% for Population II, 19% for Population III, and 13% for Population IV last year. The average amount of government assistance reported was \$401 per month for Population III, \$354 for Population IV and \$359 for Population V. This compares to \$344 per month for Population II, \$315 for Population III, and \$286 for Population IV last year.

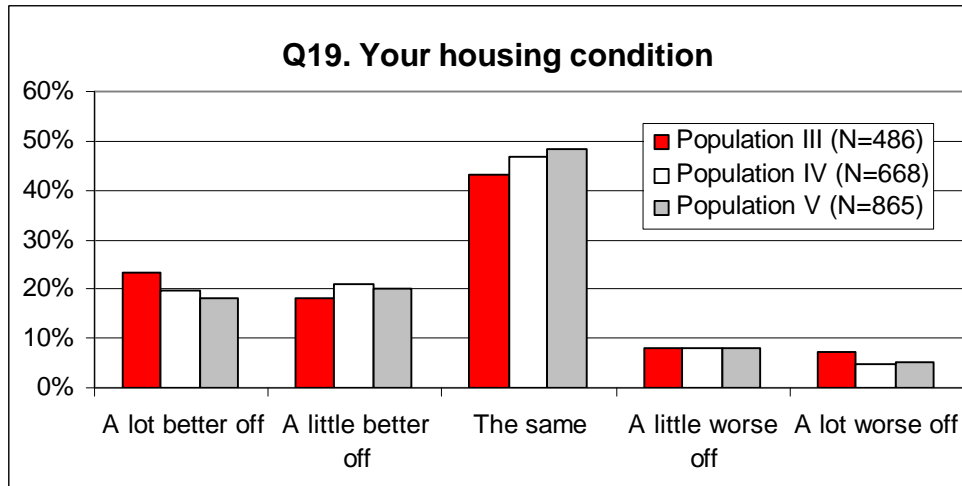
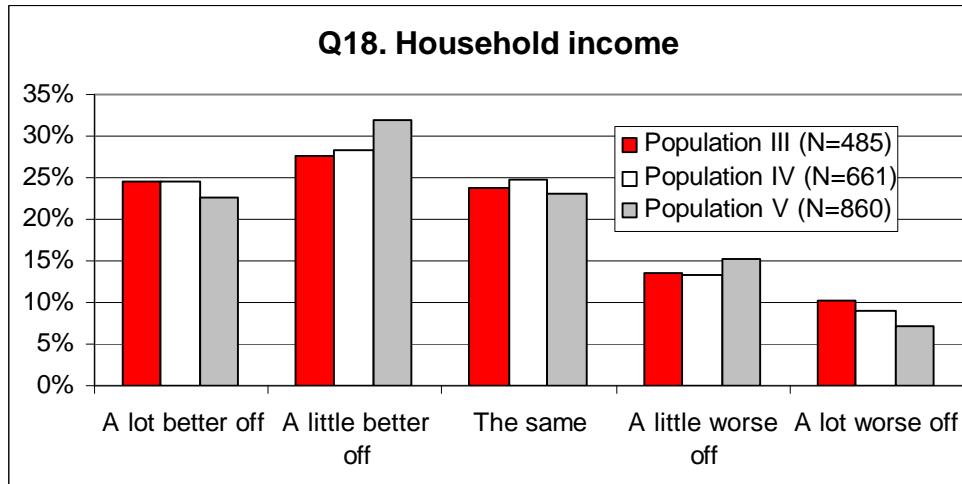


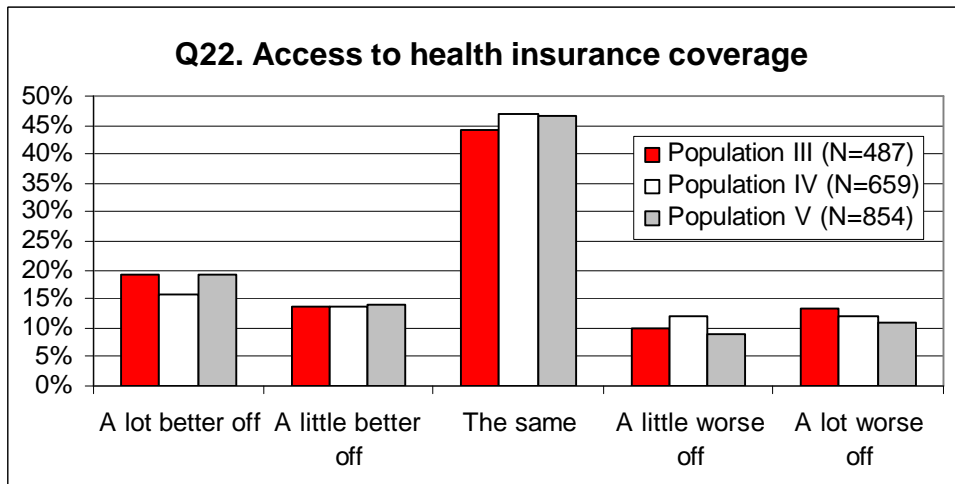
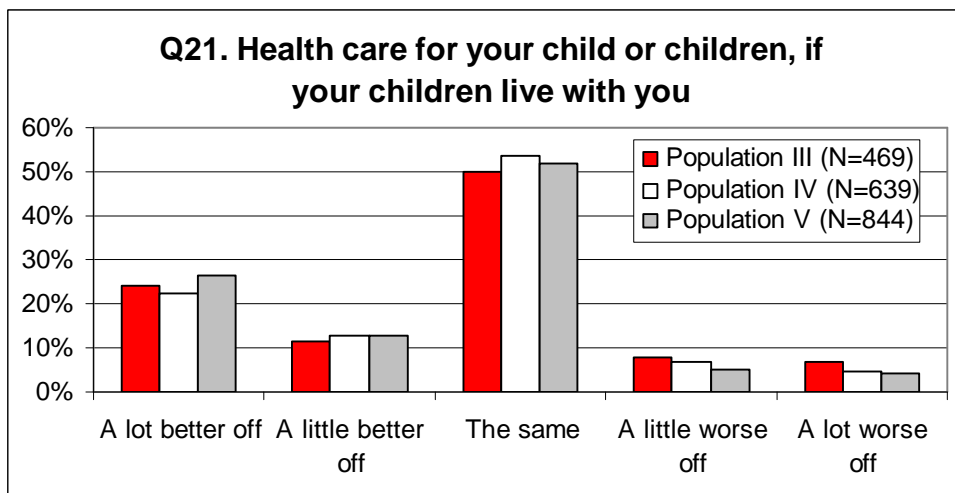
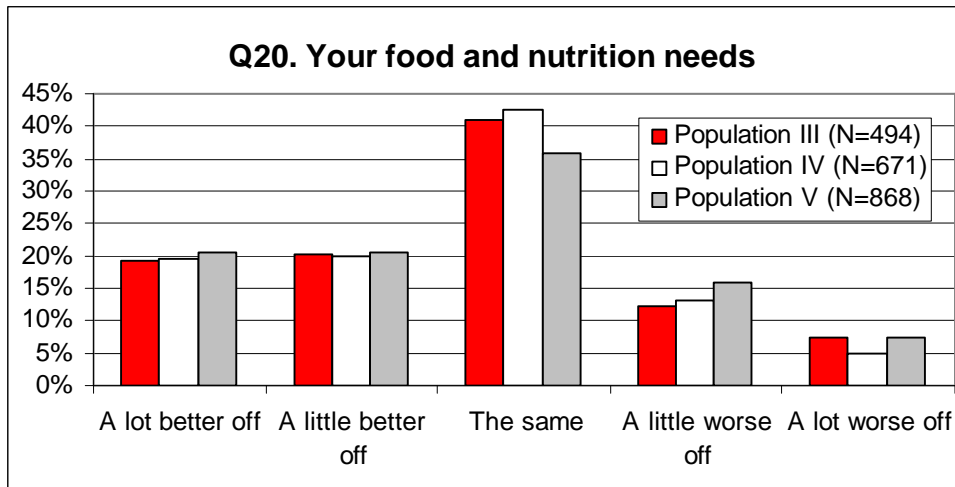
Ninety-seven percent of the respondents have children living at home. For those with children at home, 23% of Population III, 30% of Population IV, and 33% of Population V have children in child care; and 13% of Population III, 10% of Population IV, and 8% of Population V have children in pre-school. 58% of Population III, 57% of Population IV, and 58% of Population V have children in elementary school; 29% of Population III, 29% of Population IV, and 27% of Population V have children in middle school; and 30% of Population III, 25% of Population IV, and 23% of Population V have children in high school.



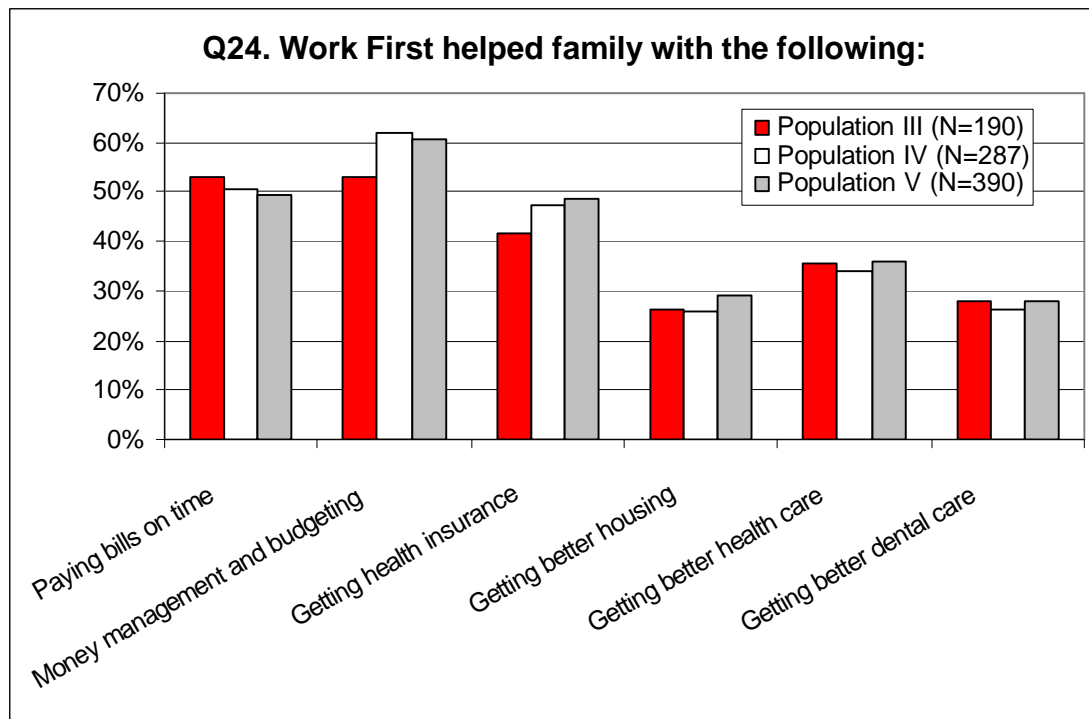
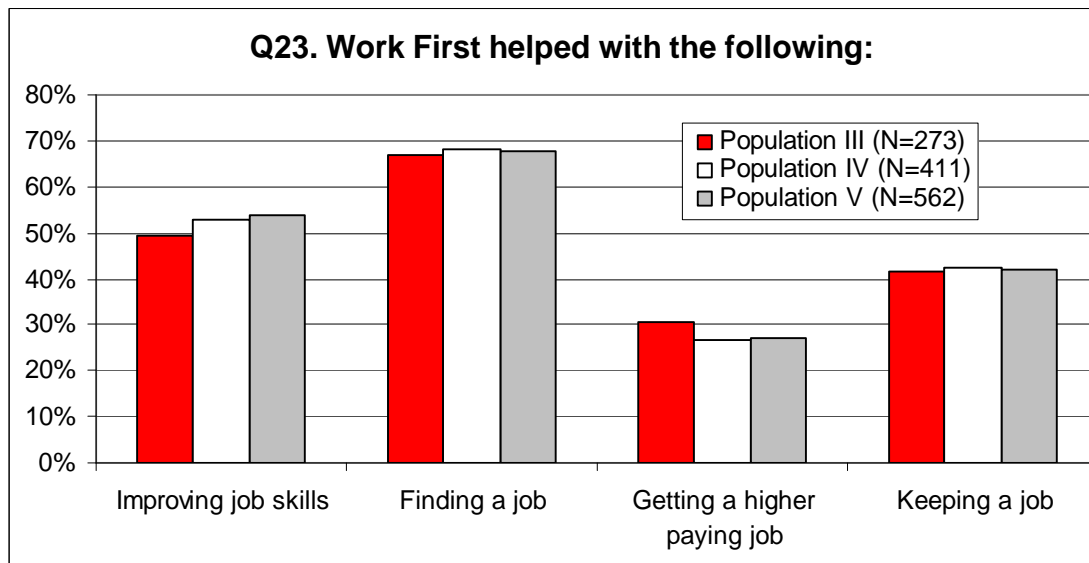
IMPACT OF WORK FIRST

For all of the measures, which include household income, housing condition, food and nutrition needs, health care access for their children and access to health insurance coverage, the majority of the respondents reported they were the same or better off now than when they were on cash assistance. The results were virtually the same for all populations. For example, comparing how they feel now to when they were receiving cash assistance, household income is reported to be worse than when the respondent was receiving cash assistance by 23% and better by 53%. Less than a 25% of the respondents reported their household income to be about the same as when they received cash assistance. Access to health care is reported to be worse by 22% of the respondents and better by 32%.





The respondents were asked about the helpfulness of their Work First experience. Sixty-eight percent of respondents reported that Work First helped them find a job. Fifty-three percent of respondents indicated that Work First helped improve their job skills and 42% of respondents felt that what they learned in the Work First program helped them keep a job. They also reported that being in Work First helped their families with money management and budgeting (60% of respondents), paying their bills on time (51% of respondents) and getting health insurance (35% of respondents).



Many of the respondents provided comments (both positive and negative) in their surveys about their Work First experiences. The following are examples of positive comments on how Work First participants felt the program impacted them:

Work first is a very good stepping stone, but it only benefits you if you allow it too.

They were very good at their jobs and at working with people, building people's self esteem, trying to teach them how they should dress for interviews, what they should say, how to present themselves, and how to look for jobs in newspapers and do resumes. They were very excellent at these things; they did a lot for people to give them the courage to get back in there and swing. Suggestion: training programs on computer, to get people in high-paying office jobs.

I think it is a good class to help people learn how to fill out applications. It makes you comfortable with other people - presenting yourself.

It helped me with my first automobile, so I could get back and forth to work; they also helped with insurance.

It's a really good program. It motivates you to have a better chance in life, especially single women, mothers, low income and others with low self-esteem. They make you feel better. And you cannot only get a job, but you can go back to school or take up a trade or go to college. I do love that they provided a vehicle for us. After the program, which was 2 weeks, I went to work and my caseworker gave me \$100 towards a car. She also gave me a voucher for repairs. It's a beautiful program because it helps a lot of women. Some of them are social workers themselves. They help with vouchers for interview clothes and skills on interviewing. They teach you punctuality. It's a beautiful program. They even help with daycare. It's designed for single women and men too. There is hope even if you have children out of wedlock. I can have a life and have things for my children. I can have a beautiful home and save money for college. It boosts your spirit up.

They were helpful because they helped my ex get a truck. They were great with transportation needs to get to work. They are very helpful if you take the time to be involved in them.

I thought it was a good program, they helped me with my tuition, scrubs, shoes, and mileage reimbursement while I was going to school full time. The lady I was working with was such a mentor.

I love Work First. They helped me find a job really quick and suitable for me.

Very motivating, allows you to meet other people; gives you the opportunity to get your self-esteem up. It helps with motivation. It's an overall good program. I enjoyed it.

They trained me how to speak and do my interviews. They helped me strive for my own living, and respected me as a woman. In three days I had a job.

They have been very helpful. I can still call them when I need help with anything.

The Work First Program gave me the self-esteem that I needed to get out on my own and make something of myself, not only for me but for my children.

Work First built self-esteem and provided techniques to myself that I couldn't provide myself. It also administered self pride and lifted my spirits to becoming better than a FIA recipient forever. It helped provide transportation and wardrobe where I didn't have these things and provided better living conditions for my family and me. I've been more proud of myself and gained better respect from friends and especially my mom and family members. I feel GREAT about myself and living conditions since I've stood on my own 2 feet. Thank you work first! God Bless.

ATTACHMENT I: SURVEY RESPONSES - FREQUENCY DISTRIBUTIONS

Michigan Work First Survey						
Fall 2003						
Frequency Distributions Of Responses						
	Population III		Population IV		Population V	
Q1a. Are you now working at a job or business (including self-employed)?						
Yes	333	64%	491	70%	641	71%
No	186	36%	206	30%	258	29%
Total	519	100%	697	100%	899	100%
Q1b. How many jobs do you have?						
1 Job	306	92%	449	91%	590	92%
2 Jobs	26	8%	37	8%	45	7%
3 or More Jobs	1		5	1%	6	1%
Total	333	100%	491	100%	641	100%
Q2. If you are not working, when was the last time you had a paying job?						
Less than 1 month	8	5%	10	6%	13	6%
1 to 3 months	43	28%	42	25%	68	31%
4 to 6 months	25	16%	28	16%	59	27%
7 to 9 months	14	9%	26	15%	27	12%
10 to 12 months	9	6%	11	6%	25	11%
More than 12 months	56	36%	53	31%	26	12%
Total	155	100%	170	100%	218	100%
Q3. If you are not working now, for what reasons are you not working:						
Cannot find work	40	27%	61	36%	72	33%
Problems with child care	13	9%	22	13%	29	13%
Illness in the family	12	8%	14	8%	22	10%
Laid off	35	23%	36	21%	49	23%
Moved away from the area	4	3%	9	5%	9	4%
Cannot find job with enough hours	19	13%	29	17%	30	14%
Hourly wage too low	18	12%	23	14%	26	12%
Going to school	14	9%	13	8%	19	9%
Fired	19	13%	24	14%	47	22%
Sick or injured	40	27%	37	22%	32	15%
Had a baby	24	16%	28	17%	35	16%
Job was seasonal	10	7%	15	9%	16	7%
Total	151		168		217	

	Population III		Population IV		Population V	
Q5. Does any one else in your household have a paying job?						
Yes	149	29%	211	31%	260	29%
No	291	57%	382	55%	499	56%
Don't Know		0%	3	0%	5	1%
Live Alone	71	14%	94	14%	126	14%
Total	511	100%	690	100%	890	100%
Q6. Do you or does any one else in your household receive public assistance, welfare payments, food stamps, vouchers, SSI, or emergency help from FIA or other government agencies?						
Yes	269	52%	420	60%	581	65%
No	240	47%	271	39%	299	33%
Don't Know	6	1%	6	1%	16	2%
Total	515	100%	697	100%	896	100%
Q6. In the last month, how much did you and everyone else in your household receive in welfare payments, food stamps and SSI payments?						
\$1 to \$100	46	18%	76	19%	102	18%
\$101 to \$200	36	14%	71	18%	96	17%
\$201 to \$300	50	19%	73	18%	111	20%
\$301 to \$400	29	11%	61	15%	75	14%
\$401 to \$500	20	8%	28	7%	48	9%
More than \$500	79	30%	92	23%	121	22%
Total	260	100%	401	100%	553	100%
Q7. Do you currently have children living at home with you?						
Yes	487	96%	660	96%	869	98%
No	21	4%	25	4%	20	2%
Total	508	100%	685	100%	889	100%
Q7a. Children at home go to the following:						
Child Care	102	23%	180	30%	246	33%
Pre-school	58	13%	62	10%	63	8%
Head Start	40	9%	68	11%	72	10%
Elementary School	266	59%	345	57%	440	58%
Middle School	132	29%	178	30%	207	27%
High School	135	30%	155	26%	175	23%
Total	451		603		757	
Q7b. Children at home have the following types of health insurance:						
None	22	5%	27	4%	30	4%
Through my or my spouse's employer	98	21%	107	17%	98	12%
Healthy Kids/ Medicaid	315	67%	483	76%	669	80%
MIChild	59	13%	61	10%	94	11%
Total	471		639		838	

	Population III		Population IV		Population V	
Q8. How many hours a week do you usually work (current or last job)?						
1 to 19 hours	30	6%	44	7%	65	8%
20 hours	31	6%	37	6%	48	6%
21 to 29 hours	46	10%	55	8%	85	10%
30 hours	39	8%	67	10%	83	10%
31 to 39 hours	71	15%	87	13%	142	17%
40 hours	207	43%	281	43%	334	40%
More than 40 hours	56	12%	82	13%	87	10%
Total	480	100%	653	100%	844	100%
Q9. How long have you worked for your most recent employer?						
1 to 6 months	132	28%	195	30%	357	42%
7 to 12 months	51	11%	100	15%	258	31%
13 to 18 months	48	10%	96	15%	100	12%
19 to 24 months	43	9%	126	19%	36	4%
25+ months	202	42%	142	22%	90	11%
Total	476	100%	659	100%	841	100%
Q10. Did you work for other employers during the past year?						
Yes	144	29%	230	34%	406	47%
No	346	71%	441	66%	454	53%
Total	490	100%	671	100%	860	100%
Q11. Does your current or most recent employer provide you with training programs to upgrade your skills?						
Yes	145	44%	207	43%	250	39%
No	166	51%	256	53%	345	55%
Don't Know	16	5%	20	4%	38	6%
Total	327	100%	483	100%	633	100%
Q11a. Are you currently participating in a training program through your employer?						
Yes	48	34%	67	33%	91	37%
No	92	66%	139	67%	157	63%
Total	140	100%	206	100%	248	100%
Q12. Does your employer offer you tuition reimbursement for taking courses at community college or other educational institutions that will improve your skills in your job?						
Yes	71	22%	103	21%	118	19%
No	211	64%	325	67%	418	66%
Don't Know	46	14%	56	12%	98	15%
Total	328	100%	484	100%	634	100%
Q12a. Are you currently taking classes to improve your job skills that your employer is paying for?						
Yes	12	17%	10	10%	16	14%
No	58	83%	93	90%	102	86%
Total	70	100%	103	100%	118	100%

	Population III		Population IV		Population V	
Q13. If you are working now, does your employer offer health care insurance?						
Yes	175	53%	263	54%	311	49%
No	137	42%	189	39%	285	45%
Don't Know	17	5%	35	7%	38	6%
Total	329	100%	487	100%	634	100%
Q13a. If your employer offers health insurance, does your employer pay all, part or none of the monthly cost of the premiums?						
Yes, pays for all	25	14%	30	11%	35	11%
Yes, pays for part	83	47%	116	44%	119	38%
No	37	21%	62	24%	92	30%
Don't Know	30	17%	54	21%	64	21%
Total	175	100%	262	100%	310	100%
Q14. Types of training received since leaving Work First:						
None	217	45%	282	42%	382	46%
On-the-job Training	199	41%	316	47%	377	45%
Off-site training	57	12%	76	11%	58	7%
Tuition reimbursement	12	3%	19	3%	20	2%
Computer training	58	12%	74	11%	73	9%
Help with reading or math	16	3%	16	2%	24	3%
Other	31	6%	35	5%	38	5%
Total	481		670		832	
Q15. Do you have health insurance coverage?						
Yes	370	73%	460	67%	641	73%
No	132	26%	218	32%	225	26%
Don't Know	4	1%	6	1%	9	1%
Total	506	100%	684	100%	875	100%
Q15a. Health insurance is through the following:						
Through my employer	111	31%	129	28%	119	19%
Through another program	222	61%	316	69%	509	81%
Through my spouse's employer	34	9%	23	5%	17	3%
Total	364		458		630	
Q16. What is your regular hourly pay? If you are not currently working, fill in your last hourly wage.						
\$0.01 to \$5.00	12	3%	31	5%	36	4%
\$5.01 to \$6.00	49	11%	59	10%	109	13%
\$6.01 to \$7.00	58	13%	108	17%	159	19%
\$7.01 to \$8.00	87	20%	103	17%	152	19%
\$8.01 to \$9.00	69	16%	100	16%	111	14%
\$9.01 to \$10.00	52	12%	79	13%	90	11%
More than \$10	115	26%	141	23%	162	20%
Total	442	100%	621	100%	819	100%

	Population III		Population IV		Population V	
Q17. During the past 12 months, was there ever a time when you were not able to pay the mortgage, rent or utility bills?						
Yes	266	53%	397	58%	570	65%
No	235	47%	273	40%	291	33%
Don't Know	4	1%	11	2%	17	2%
Total	505	100%	681	100%	878	100%
Q17a. How many times were you unable to pay one of these in the last year?						
1	35	15%	52	14%	103	19%
2	63	26%	106	30%	133	25%
3	57	24%	71	20%	114	21%
4	32	13%	37	10%	61	11%
5	18	8%	27	8%	33	6%
6	13	5%	26	7%	30	6%
7	5	2%	4	1%	10	2%
8	2	1%	8	2%	12	2%
9	4	2%	1	0%	8	2%
10	4	2%	1	0%	5	1%
11	1	0%	1	0%	1	0%
12	5	2%	25	7%	23	4%
Total	239	100%	359	100%	533	100%
Q18. Household income: Do you feel you are						
A lot better off	119	25%	162	25%	195	23%
A little better off	134	28%	188	28%	274	32%
The same	116	24%	163	25%	198	23%
A little worse off	66	14%	88	13%	132	15%
A lot worse off	50	10%	60	9%	61	7%
Total	485	100%	661	100%	860	100%
Q19. Your housing condition: Do you feel you are						
A lot better off	113	23%	133	20%	157	18%
A little better off	89	18%	140	21%	173	20%
The same	209	43%	311	47%	419	48%
A little worse off	40	8%	53	8%	69	8%
A lot worse off	35	7%	31	5%	47	5%
Total	486	100%	668	100%	865	100%
Q20. Your food and nutrition needs: Do you feel you are						
A lot better off	96	19%	132	20%	177	20%
A little better off	100	20%	133	20%	179	21%
The same	202	41%	285	42%	311	36%
A little worse off	60	12%	88	13%	138	16%
A lot worse off	36	7%	33	5%	63	7%
Total	494	100%	671	100%	868	100%

	<i>Population III</i>		<i>Population IV</i>		<i>Population V</i>	
Q21. Health care for your child or children, if your children live with you: Do you feel you are						
A lot better off	112	24%	141	22%	221	26%
A little better off	54	12%	82	13%	108	13%
The same	234	50%	344	54%	438	52%
A little worse off	36	8%	44	7%	41	5%
A lot worse off	33	7%	28	4%	36	4%
Total	469	100%	639	100%	844	100%
Q22. Access to health insurance coverage: Do you feel you are						
A lot better off	93	19%	103	16%	164	19%
A little better off	66	14%	90	14%	121	14%
The same	215	44%	310	47%	398	47%
A little worse off	48	10%	78	12%	77	9%
A lot worse off	65	13%	78	12%	94	11%
Total	487	100%	659	100%	854	100%
Q23. Work First helped with the following:						
Improving job skills	135	50%	217	53%	303	54%
Finding a job	182	67%	281	68%	381	68%
Getting a higher paying job	83	30%	109	27%	151	27%
Keeping a job	113	41%	175	43%	235	42%
Total	273		411		562	
Q24. Work First helped family with the following:						
Paying bills on time	101	53%	145	51%	192	49%
Money management and budgeting	101	53%	178	62%	237	61%
Getting health insurance	79	42%	136	47%	190	49%
Getting better housing	50	26%	74	26%	114	29%
Getting better health care	68	36%	98	34%	140	36%
Getting better dental care	53	28%	76	27%	109	28%
Total	190		287		390	

Michigan Work First Survey

FALL 2003

**Michigan Department of Career
Development**

**Complete and return this survey, or phone in and
complete the survey, by January 7, 2004 to be in a
drawing for a \$100 gift certificate!**

The purpose of this survey is to see how the Work First program helps people get better jobs.

Please answer freely and honestly. Your answers are all confidential.

You can skip questions you do not want to answer.

The survey takes about 10 minutes to do.

Call 1-800-540-7762 if you would like to answer the survey over the phone.

Please check the best answer to the following questions.

1. Are you now working at a job or business (including self-employed)?

Yes, (please check one)

- ☐ **1 I have 1 job right now Go to question 5**
- ☐ **2 I have 2 jobs right now Go to question 5**
- ☐ **3 I have 3 or more jobs right now Go to question 5**

☐ **4 No, I' m not currently working Go to question 2**

If you are working now, please skip questions 2 and 3; proceed directly to question 4a.

2. If you are not working now, when was the last time you had a paying job? (Fill in the month/year)

_____/_____(date)
month year

3. If you are not working now, for what reasons are you not working? (Check all that apply)

- ☐ ¹ I cannot find work
- ☐ ² I had problems with child care
- ☐ ³ I had an illness in the family
- ☐ ⁴ I was laid off
- ☐ ⁵ I moved away from the area
- ☐ ⁶ I cannot find a job that offers enough hours for me to work
- ☐ ⁷ Hourly wage too low
- ☐ ⁸ I am going to school
- ☐ ⁹ I was fired
- ☐ ¹⁰ I was sick or injured
- ☐ ¹¹ I had a new baby
- ☐ ¹² My job was seasonal

Please continue with the following questions.

4a. What is your current or most recent job title?

4b. Please describe your responsibilities in you current or most recent job.

5. Does any one else in your household have a paying job?

- ☐ **1 Yes**
- ☐ **2 No**
- ☐ **3 I don' t know**
- ☐ **4 I live alone**

6. Do you or does any one else in your household receive public assistance, welfare payments, food stamps, vouchers, SSI, or emergency help from FIA or other government agencies?

1 Yes If yes, please answer the following question:

→ 6a. If yes, in the last month, how much did you or anyone else in your household receive in

1. Welfare payments? \$_____

2. Food stamps? \$_____

3. SSI? \$_____

2 No

3 I don' t know

7. Do you currently have children *living at home* with you?

1 Yes If yes, please answer the following questions:

└─→ **7a. If you have children living with you , do they go to: (Check all that apply)**

- 1 Child care**
- 2 Pre-school**
- 3 Head Start**
- 4 Elementary school**
- 5 Middle school**
- 6 High school**

└─→ **7b. If you have children living with you , what type of health insurance do they have? (Check all that apply)**

- 1 My children do not have any type of health insurance**
- 2 Through my or my spouse' s employer**
- 3 Healthy Kids/Medicaid**
- 4 MICHild**

2 No

For the next questions, if you are not working now, answer for your last job.

8. How many hours a week do you usually work? (If the number of hours you work varies from week to week, please choose a single number that best describes the average number of hours you most often work.)

_____ Hours/week

9. How long have you worked for your current or most recent employer? (Fill in the number of months or years.)

_____ years and _____ months

10. Did you work for other employers during the past year?

1 Yes If yes, please answer the following question:

└─→ **10a. *If you worked for another employer, what were your responsibilities?***

2 No

11. Does your current or most recent employer provide you with training programs to upgrade your skills?

1 Yes If yes, please answer the following question:

└─▶ 11a. If yes, are you currently participating in a training program through your employer?

1 Yes

2 No

2 No

3 I don' t know

If you are not currently working, please skip questions 12, 12a, 13 and 13a; proceed directly to question 21.

12. If you are working now, does your employer offer you tuition reimbursement for taking courses at community college or other schools that will improve your skills in your job?

1 Yes If yes, please answer the following question:



12a. If yes, are you currently taking classes to improve your job skills that your employer is paying for?

1 Yes

2 No

2 No

3 I don't know

13. If you are working now, does your employer offer health care insurance?

1 Yes If yes, please answer the following question:



13a. *If your employer offers health insurance*, does your employer pay all, part or none of the monthly cost of the premiums?

1 My employer pays for ALL of the monthly costs

2 My employer pays for PART of the monthly costs

3 My employer DOES NOT pay for any of the monthly costs

4 I don' t know

2 No

3 I don' t know

Please continue with the following questions.

14. What types of training programs have you had since leaving Work First? (Check all that apply)

- ☐ 1 None
- ☐ 2 On-the-job training
- ☐ 3 Off-site training
- ☐ 4 Tuition reimbursement
- ☐ 5 Computer training
- ☐ 6 Help with reading or math

15. Do you have health insurance coverage?

Yes, (If yes, check all that apply)

- ☐ 1 I have health insurance through my employer
- ☐ 2 I have health insurance through another program (state or county)
- ☐ 3 I have health insurance through my spouse' s employer
- ☐ 4 No, I have no health insurance at all
- ☐ 5 I don' t know

16. What is your regular hourly pay? If you are not currently working, fill in your last hourly wage.

If you have more than one job, fill in your highest wage.

\$ _____ an hour

17. During the past 12 months, was there ever a time when you were not able to pay the mortgage, rent or utility bills?

1 Yes If yes, please answer the following question:

17a. In the past 12 months, how many times were you unable to pay one of these?

_____ times

2 No

3 I don't remember

Now we would like to ask you if you feel you and your family are better off, worse off or about the same in the following categories than when you were receiving cash assistance from the state.

18. Your household income: Do you feel you are

1	2	3	4	5
A lot better off	A little better off	The same	A little worse off	A lot worse off

19. Your housing condition: Do you feel you are

¹ A lot	² A little	³ The same	⁴ A little	⁵ A lot
better off	better off		worse off	worse off

20. Your food and nutrition needs: Do you feel you are

¹ A lot	² A little	³ The same	⁴ A little	⁵ A lot
better off	better off		worse off	worse off

21. Health care for your child or children, if your children live with you: Do you feel you are

¹ A lot	² A little	³ The same	⁴ A little	⁵ A lot
better off	better off		worse off	worse off

⁶ I don't have children

22. Access to health insurance coverage: Do you feel you are

¹ A lot	² A little	³ The same	⁴ A little	⁵ A lot
better off	better off		worse off	worse off

23. Did being in Work First help you with any of the following? (Check all that apply)

- ¹ Improving job skills
- ² Finding a job
- ³ Getting a higher paying job
- ⁴ Keeping a job

24. Would you say that being in Work First helped your family with any of the following things? (Check all that apply)

- ☐ **1** Money management and budgeting
- ☐ **2** Paying your bills on time
- ☐ **3** Getting health insurance
- ☐ **4** Getting better housing
- ☐ **5** Getting better health care
- ☐ **6** Getting better dental care

25. Do you have anything else you would like to say about Work First?

Thank you for taking the time to complete this survey. Your comments are important to us.

If you want to be entered into a drawing for a \$100 gift certificate, please complete the following:

Name: _____
Address: _____

Phone Number: _____

Please return the survey in the enclosed envelope and mail it to:

Michigan Work First Survey
MPHI-SRU
2440 Woodlake Circle, Suite 150
Okemos, MI 48864

Thank you again for your help!